

# 7 Ways to Quiet Security-Seeking Egos in the Workplace

## 1) In Our Company We Trust

Build trust...by being truthful, sincere, caring, honest, transparent and consistent. Don't talk it, be it. Create "circles of trust" throughout the organization—with leadership, management, and work groups. Each circle connects to the next. Echo the experience of trusting and being trustworthy—person to person, circle to circle.

## 2) Spread the Word

Actively convey the company values, purpose, mission and vision in language that lands in hearts and minds. Avoid MBA jargon and business-speak. Instead, use words and images that inspire and move human beings. If your grandma or a five-year-old wouldn't get it, it's relying too heavily on the mind and too little on the heart. Once you've discovered it, share it and give it life.

## 3) Open for Business

Open up the lines of communication. Be intentional about removing obstacles to the sharing of information. Knock down ivory towers. Dismantle the insulating properties of status, protectionism or fear of retribution. One person hampering the easy flow of communication is a liability. Groups that do it, even more so. Advocate and safeguard freedom of speech.

## 4) I Gotta Be Me

Welcome personal nuance and authenticity in yourself and others. Uniqueness is not a danger to business. In fact, it tends to be an asset. Inviting people to be who they are, as they are, is inviting integrity. Integrity means being whole. Most people prefer "realness" in others...including customers, clients and coworkers.

## 5) Help Wanted

Invite the spirit of collaboration and collegial support into all areas of the company. Wherever possible, replace internal competition with cooperation and collaboration. Cultivating an atmosphere of helpfulness and collegiality strengthens people and relationships. It also stimulates synergy and unity. Competition is, by its nature, divisive and ultimately weakens the whole. The marketplace may be served by it, but company communities are not.

## 6) The Error in the Judgment

Reframe mistakes into the learning opportunity they actually represent. Most people have adopted a rather punitive attitude about what it means to make a mistake. Such negative attitudes make us risk-averse—rarely trying anything new for fear of looking bad. Risk, learning and growth are woven into a healthy and prosperous business. If the fear of "screwing up" is too pervasive, performance will stagnate. Instead, look for the learning and insight an error always delivers.

## 7) Don't Just Take Care, Give Care

Take care to foster a caring culture. There is nothing heroic, impressive, admirable or attractive about hostility, ill will, intolerance, meanness, selfishness or egotism. Care, compassion and kindness are not just good for life and living...they are essential for healthy, productive workplaces.

